

HOUSE BILL NO. 13

INTRODUCED BY D. LEWIS

BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION AND THE OFFICE OF BUDGET AND
PROGRAM PLANNING

A BILL FOR AN ACT ENTITLED: "AN ACT PROVIDING FOR PAY AND BENEFITS FOR STATE EMPLOYEES
IN THE STATEWIDE, TEACHERS', AND BLUE-COLLAR PAY PLANS; REVISING THE DEPARTMENT'S
AUTHORITY TO DEVELOP ALTERNATIVE PAY PLANS; ~~ELIMINATING THE STATUTORY PAY SCHEDULE
FOR TEACHERS~~; INCREASING THE STATE CONTRIBUTION TO THE EMPLOYEE GROUP BENEFITS
PROGRAM; REVISING THE LEGISLATOR DAILY EXPENSE DETERMINATION; APPROPRIATING FUNDS TO
IMPLEMENT PAY AND BENEFIT REVISIONS; AMENDING SECTIONS 2-18-301, 2-18-303, 2-18-312,
2-18-313, 2-18-315, ~~AND~~ 2-18-703, AND 5-2-301, MCA; AND PROVIDING AN EFFECTIVE DATE."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

Section 1. Section 2-18-301, MCA, is amended to read:

"2-18-301. Purpose and intent of part -- rules. (1) The purpose of this part is to provide the
market-based compensation necessary to attract and retain competent and qualified employees in order
to perform the services that the state is required to provide to its citizens.

(2) It is the intent of the legislature that compensation plans for state employees, excluding those
employees excepted under 2-18-103 or 2-18-104 and excluding employees compensated under 2-18-313
and 2-18-315, be based on an analysis of the labor market as provided by the department in a salary
survey. The salary survey must be submitted to the office of budget and program planning as a part of the
information required by 17-7-111.

(3) Except as provided in 2-18-110, pay adjustments and pay schedules provided for in 2-18-303
and in 2-18-312, 2-18-313, and 2-18-315 supersede any other plan or systems established through
collective bargaining after the adjournment of the ~~56th~~ 57th legislature.

(4) Pay levels provided for in 2-18-312, ~~2-18-313~~, 2-18-313, and 2-18-315 may not be increased
through collective bargaining after adjournment of the ~~56th~~ 57th legislature.

(5) Total funds required to implement the pay schedules provided for in 2-18-312, ~~2-18-313~~, 2-18-313,

1 ~~2-18-313~~, and 2-18-315 ~~and the pay provided for in 2-18-313~~ for any employee group or bargaining unit
2 may not be increased through collective bargaining over the amount appropriated by the ~~56th~~ 57th
3 legislature.

4 (6) The department shall administer the pay program established by the legislature on the basis
5 of merit, internal equity, and competitiveness to external labor markets when fiscally able.

6 (7) The department may promulgate rules not inconsistent with the provisions of this part,
7 collective bargaining statutes, or negotiated contracts to carry out the purposes of this part.

8 (8) Nothing in this part prohibits the board of regents from engaging in negotiations with the
9 collective bargaining units representing the classified staff of the university system."

10

11 **Section 2.** Section 2-18-303, MCA, is amended to read:

12 **"2-18-303. Procedures for using pay schedules.** (1) The pay schedules provided in 2-18-312 must
13 be implemented as follows:

14 (a) The pay schedules provided in 2-18-312 indicate the entry salary and market salary for each
15 grade for positions classified under the provisions of part 2 of this chapter.

16 (b) Each employee newly hired by the state of Montana must be hired at the entry rate, except
17 as provided in subsections (6) through (9).

18 (c) On the first day of the first complete pay period in fiscal year ~~2000~~ 2002, each employee is
19 entitled to the amount of the employee's base salary as it was on June 30, ~~1999~~ 2001.

20 (d) Effective on the first day of the pay period that includes an employee's anniversary date during
21 the fiscal years ending June 30, ~~2000~~ 2002, and June 30, ~~2001~~ 2003, the employee's base salary must
22 be increased by ~~3%~~ 4% or by a lesser amount so that the employee's base salary after the increase does
23 not exceed the maximum salary of the pay grade as provided in subsection (1)(f). An employee's base
24 salary increases resulting from subsection (1)(e) and this subsection may not exceed a maximum of ~~3%~~
25 4% in each fiscal year. For employees hired on or before September 30, 1994, the anniversary date is
26 October 1.

27 (e) An employee's base salary may be no less than the entry salary for the employee's assigned
28 grade.

29 (f) The maximum salary for each grade is determined by subtracting the entry salary from the
30 market salary and adding that amount to the market salary.

(2) The pay schedules provided in 2-18-312 and the provisions of subsection (1) of this section do not apply to those teachers or blue-collar occupations compensated under the pay schedules provided in THE PAY SCHEDULES PROVIDED IN 2-18-313 and 2-18-315.

(3) The pay schedules provided in ~~2-18-313 and~~ 2-18-313 AND 2-18-315 must be implemented as follows:

~~(a) (i) The pay schedules provided for in 2-18-313 indicate the annual compensation for teachers employed under the authority of the department of corrections or the department of public health and human services for fiscal years 2000 and 2001.~~

~~———— (ii) The compensation of each teacher on July 1, 1999, is the same as it was on June 30, 1999.~~

~~———— (iii) On the first day of the first pay period that includes October 1 of each fiscal year, a teacher employed under the authority of the department of public health and human services or the department of corrections before October 1, 1994, shall advance one step on the appropriate pay schedule adopted in 2-18-313. A teacher hired after October 1, 1994, shall advance on the teacher's actual anniversary date.~~

(A) (I) THE PAY SCHEDULES PROVIDED FOR IN 2-18-313 INDICATE THE ANNUAL COMPENSATION FOR TEACHERS EMPLOYED UNDER THE AUTHORITY OF THE DEPARTMENT OF CORRECTIONS OR THE DEPARTMENT OF PUBLIC HEALTH AND HUMAN SERVICES FOR FISCAL YEARS 2002 AND 2003.

(II) THE COMPENSATION OF EACH TEACHER ON JULY 1, 2001, IS THE SAME AS IT WAS ON JUNE 30, 2001.

(III) ON THE FIRST DAY OF THE FIRST PAY PERIOD THAT INCLUDES OCTOBER 1 OF EACH FISCAL YEAR, A TEACHER EMPLOYED UNDER THE AUTHORITY OF THE DEPARTMENT OF PUBLIC HEALTH AND HUMAN SERVICES OR THE DEPARTMENT OF CORRECTIONS BEFORE OCTOBER 1, 1994, SHALL ADVANCE ONE STEP ON THE APPROPRIATE PAY SCHEDULE ADOPTED IN 2-18-313. A TEACHER HIRED AFTER OCTOBER 1, 1994, SHALL ADVANCE ON THE TEACHER'S ACTUAL ANNIVERSARY DATE.

~~(b)(a)(B)~~ (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for fiscal years ending June 30, ~~2000~~ 2002, and June 30, ~~2001~~ 2003, for employees in apprentice trades and crafts and other blue-collar occupations recognized in the state blue-collar classification plan who are members of units that have collectively bargained separate classification and pay plans.

~~(ii)(b)(C)~~ The compensation of each employee on the first day of the first pay period in each fiscal year is that amount corresponding to the grade occupied on the last day of the preceding fiscal year.

(4) (a) (i) A member of a bargaining unit may not receive a pay increase until the employer's

1 collective bargaining representative receives written notice that the employee's bargaining unit has ratified
2 a completely integrated collective bargaining agreement covering the biennium ending June 30, ~~2001~~
3 2003.

4 (ii) If ratification of a completely integrated collective bargaining agreement, as required by
5 subsection (4)(a)(i), is not completed by July 1, ~~1999~~ 2001, retroactivity to that date may be negotiated.

6 (iii) If ratification of a completely integrated collective bargaining agreement, as required by
7 subsection (4)(a)(i), is not completed by July 1, ~~1999~~ 2001, members of the bargaining unit must continue
8 to receive the compensation that they were receiving as of June 30, ~~1999~~ 2001, until an agreement is
9 ratified.

10 (b) Methods of administration not inconsistent with the purpose of this part and necessary to
11 properly implement the pay schedules and adjustments provided in 2-18-312, ~~2-18-313~~, 2-18-313,
12 2-18-315, and this section may be provided for in collective bargaining agreements.

13 (5) The current wage or salary of an employee may not be reduced by the implementation of the
14 pay schedules provided for in 2-18-312, ~~2-18-313~~, 2-18-313, and 2-18-315 ~~or the collective bargaining~~
15 authorized in 2-18-313.

16 (6) The department may authorize a separate pay schedule for classes of medical ~~doctors~~
17 professionals if the rates provided in 2-18-312 are not sufficient to attract and retain fully licensed and
18 qualified ~~physicians~~ professionals.

19 (7) (a) The department may develop and implement an alternative pay and classification plan
20 ~~through demonstration projects~~ for certain classes, occupations, and work units. Pay for employees in the
21 alternative pay and classification plan may be established and changed based on demonstrated
22 competencies and accomplishments, on the labor market, and on other situations defined by the
23 department.

24 (b) (i) ~~The department may develop demonstration projects for protective service and public safety~~
25 ~~classes, information technology classes, brand inspector classes in the department of livestock, managers~~
26 ~~in the department of commerce, counselors and resident care aides at the Montana chemical dependency~~
27 ~~center, health care facility surveyors at the department of public health and human services, classes in the~~
28 ~~department of revenue, and any other class or work unit appropriate for a demonstration project, as~~
29 ~~determined by the department.~~

30 ~~———~~ (ii) To the extent that a project the plan applies to employees within a collective bargaining unit,

1 the implementation of the ~~project plan~~ is a negotiable subject under 39-31-305.

2 ~~(iii) No employee whose position is excepted from the provisions of this section under this~~
 3 ~~subsection (7)(b) will receive a pay increase for the fiscal years ending 2000 and 2001 less than that~~
 4 ~~prescribed under this section.~~

5 (8) The department may develop programs that enable the department to mitigate problems
 6 associated with difficult recruitment, retention, transfer, or other exceptional circumstances. To the extent
 7 that the program applies to employees within a collective bargaining unit, it is a negotiable subject under
 8 39-31-305.

9 (9) The department shall review the competitiveness of the compensation provided to all
 10 occupations under this part. If the department finds that substantial problems exist with recruitment and
 11 retention because of inadequate salaries when compared to competing employers, the department may
 12 establish criteria allowing an adjustment in pay or classification to mitigate the problems. To the extent
 13 that these adjustments apply to employees within a collective bargaining unit, the implementation of these
 14 adjustments is a negotiable subject under 39-31-305."

15

16 **Section 3.** Section 2-18-312, MCA, is amended to read:

17 **"2-18-312. Statewide pay schedules.** (1) The statewide classification pay schedule for the period
 18 beginning on the first day of the first full pay period in fiscal year ~~2000~~ 2002, is as follows:

19 Annual Hours -- 2080

Note: Does Not Include Insurance

20 Pay Matrix -- State

Matrix Type -- Annual

21 Pay Range: Entry Salary to Market Salary

22	GRADE	ENTRY SALARY	MARKET SALARY
23	1	9,076	10,677
24	2	9,776	11,527
25	3	10,528	12,446
26	4	11,346	13,445
27	5	12,261	14,563
28	6	13,249	15,774
29	7	14,313	17,079
30	8	15,514	18,556

1	9	16,796	20,140
2	10	18,219	21,897
3	11	19,766	23,814
4	12	21,482	25,944
5	13	23,343	28,260
6	14	25,403	30,828
7	15	27,673	33,664
8	16	30,202	36,834
9	17	33,025	40,374
10	18	36,137	44,286
11	19	39,625	48,680
12	20	43,517	53,591
13	21	47,841	59,063
14	22	52,670	65,186
15	23	58,118	72,107
16	24	64,237	79,895
17	25	71,005	88,534
18	<u>1</u>	<u>9,075</u>	<u>10,677</u>
19	<u>2</u>	<u>9,776</u>	<u>11,527</u>
20	<u>3</u>	<u>10,529</u>	<u>12,447</u>
21	<u>4</u>	<u>11,346</u>	<u>13,445</u>
22	<u>5</u>	<u>12,262</u>	<u>14,562</u>
23	<u>6</u>	<u>13,316</u>	<u>15,854</u>
24	<u>7</u>	<u>14,456</u>	<u>17,249</u>
25	<u>8</u>	<u>15,748</u>	<u>18,834</u>
26	<u>9</u>	<u>17,135</u>	<u>20,546</u>
27	<u>10</u>	<u>18,676</u>	<u>22,447</u>
28	<u>11</u>	<u>20,365</u>	<u>24,534</u>
29	<u>12</u>	<u>22,241</u>	<u>26,859</u>
30	<u>13</u>	<u>24,286</u>	<u>29,403</u>

1	<u>14</u>	<u>26,560</u>	<u>32,230</u>
2	<u>15</u>	<u>29,074</u>	<u>35,370</u>
3	<u>16</u>	<u>31,884</u>	<u>38,888</u>
4	<u>17</u>	<u>35,036</u>	<u>42,833</u>
5	<u>18</u>	<u>38,339</u>	<u>46,983</u>
6	<u>19</u>	<u>42,039</u>	<u>51,644</u>
7	<u>20</u>	<u>46,170</u>	<u>56,885</u>
8	<u>21</u>	<u>50,754</u>	<u>62,660</u>
9	<u>22</u>	<u>55,877</u>	<u>69,154</u>
10	<u>23</u>	<u>61,655</u>	<u>76,498</u>
11	<u>24</u>	<u>68,147</u>	<u>84,760</u>
12	<u>25</u>	<u>75,329</u>	<u>93,924</u>

13 (2) Effective on the first day of the pay period that includes October 1, ~~1999~~ 2001, the statewide
 14 classification pay schedule is as follows:

15 Annual Hours -- 2080

Note: Does Not Include Insurance

16 Pay Matrix -- State

Matrix Type -- Annual

17 Pay Range: Entry Salary to Market Salary

18	GRADE	ENTRY SALARY	MARKET SALARY
19	1	9,075	10,677
20	2	9,776	11,527
21	3	10,529	12,447
22	4	11,346	13,445
23	5	12,262	14,562
24	6	13,283	15,814
25	7	14,383	17,164
26	8	15,631	18,695
27	9	16,964	20,342
28	10	18,445	22,171
29	11	20,064	24,172
30	12	21,859	26,397

1	13	23,810	28,827
2	14	25,975	31,520
3	15	28,365	34,507
4	16	31,032	37,848
5	17	34,014	41,585
6	18	37,222	45,614
7	19	40,814	50,140
8	20	44,824	55,199
9	21	49,275	60,836
10	22	54,251	67,140
11	23	59,860	74,271
12	24	66,163	82,291
13	25	73,135	91,189
14	<u>1</u>	<u>9,384</u>	<u>11,040</u>
15	<u>2</u>	<u>10,108</u>	<u>11,919</u>
16	<u>3</u>	<u>10,887</u>	<u>12,870</u>
17	<u>4</u>	<u>11,732</u>	<u>13,902</u>
18	<u>5</u>	<u>12,679</u>	<u>15,057</u>
19	<u>6</u>	<u>13,769</u>	<u>16,393</u>
20	<u>7</u>	<u>14,948</u>	<u>17,835</u>
21	<u>8</u>	<u>16,283</u>	<u>19,474</u>
22	<u>9</u>	<u>17,718</u>	<u>21,245</u>
23	<u>10</u>	<u>19,311</u>	<u>23,210</u>
24	<u>11</u>	<u>21,057</u>	<u>25,368</u>
25	<u>12</u>	<u>22,997</u>	<u>27,772</u>
26	<u>13</u>	<u>25,112</u>	<u>30,403</u>
27	<u>14</u>	<u>27,463</u>	<u>33,326</u>
28	<u>15</u>	<u>30,063</u>	<u>36,573</u>
29	<u>16</u>	<u>32,968</u>	<u>40,210</u>
30	<u>17</u>	<u>36,227</u>	<u>44,289</u>

1	<u>18</u>	<u>39,643</u>	<u>48,580</u>
2	<u>19</u>	<u>43,468</u>	<u>53,400</u>
3	<u>20</u>	<u>47,740</u>	<u>58,819</u>
4	<u>21</u>	<u>52,480</u>	<u>64,790</u>
5	<u>22</u>	<u>57,777</u>	<u>71,505</u>
6	<u>23</u>	<u>63,751</u>	<u>79,099</u>
7	<u>24</u>	<u>70,464</u>	<u>87,642</u>
8	<u>25</u>	<u>77,890</u>	<u>97,117</u>

9 (3) Effective on the first day of the pay period that includes October 1, ~~2000~~ 2002, the statewide
 10 classification pay schedule is as follows:

11 Annual Hours -- 2080

Note: Does Not Include Insurance

12 Pay Matrix -- State

Matrix Type -- Annual

13 Pay Range: Entry Salary to Market Salary

14	GRADE	ENTRY SALARY	MARKET SALARY
15	1	9,075	10,677
16	2	9,776	11,527
17	3	10,529	12,447
18	4	11,346	13,445
19	5	12,262	14,562
20	6	13,316	15,854
21	7	14,456	17,249
22	8	15,748	18,834
23	9	17,135	20,546
24	10	18,676	22,447
25	11	20,365	24,534
26	12	22,241	26,859
27	13	24,286	29,403
28	14	26,560	32,230
29	15	29,074	35,370
30	16	31,884	38,888

1	17	35,036	42,833
2	18	38,339	46,983
3	19	42,039	51,644
4	20	46,170	56,885
5	21	50,754	62,660
6	22	55,877	69,154
7	23	61,655	76,498
8	24	68,147	84,760
9	25	75,329	93,924
10	<u>1</u>	<u>9,703</u>	<u>11,415</u>
11	<u>2</u>	<u>10,452</u>	<u>12,324</u>
12	<u>3</u>	<u>11,257</u>	<u>13,308</u>
13	<u>4</u>	<u>12,131</u>	<u>14,375</u>
14	<u>5</u>	<u>13,110</u>	<u>15,569</u>
15	<u>6</u>	<u>14,237</u>	<u>16,950</u>
16	<u>7</u>	<u>15,456</u>	<u>18,442</u>
17	<u>8</u>	<u>16,837</u>	<u>20,136</u>
18	<u>9</u>	<u>18,320</u>	<u>21,967</u>
19	<u>10</u>	<u>19,968</u>	<u>23,999</u>
20	<u>11</u>	<u>21,773</u>	<u>26,231</u>
21	<u>12</u>	<u>23,779</u>	<u>28,716</u>
22	<u>13</u>	<u>25,966</u>	<u>31,436</u>
23	<u>14</u>	<u>28,397</u>	<u>34,459</u>
24	<u>15</u>	<u>31,085</u>	<u>37,816</u>
25	<u>16</u>	<u>34,089</u>	<u>41,577</u>
26	<u>17</u>	<u>37,459</u>	<u>45,795</u>
27	<u>18</u>	<u>40,990</u>	<u>50,232</u>
28	<u>19</u>	<u>44,946</u>	<u>55,215</u>
29	<u>20</u>	<u>49,363</u>	<u>60,819</u>
30	<u>21</u>	<u>54,264</u>	<u>66,993</u>

1	<u>22</u>	<u>59,741</u>	<u>73,936</u>
2	<u>23</u>	<u>65,919</u>	<u>81,788</u>
3	<u>24</u>	<u>72,860</u>	<u>90,622</u>
4	<u>25</u>	<u>80,538</u>	<u>100,419"</u>

5

6 **Section 4.** Section 2-18-313, MCA, is amended to read:

7 **"2-18-313. Teachers' pay ~~schedules~~ ~~schedule~~ SCHEDULES.** ~~(†) (1)~~ The pay schedule for teachers
8 for the period that includes October 1, 1999, until the first day of the pay period that includes October
9 1, 2000, is as follows: ~~employed by state agencies must be established and maintained through collective~~
10 ~~bargaining and administrative rules. The rules must reflect the content of and implement the collective~~
11 ~~bargaining agreement.~~ FOR THE PERIOD THAT INCLUDES OCTOBER 1, 2001, UNTIL THE FIRST DAY OF THE PAY PERIOD
12 THAT INCLUDES OCTOBER 1, 2002, IS AS FOLLOWS:

13 Annual Hours -- 2080 ----- Note: Does Not Include Insurance

14 Term -- Twelve Months ----- Matrix Type -- Annual--

15	Education Level						
16	STEP	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
17	1	24,351	25,082	25,834	26,609	27,407	28,229
18	2	25,082	25,834	26,609	27,407	28,229	29,077
19	3	25,834	26,609	27,407	28,229	29,077	29,949
20	4	26,609	27,407	28,229	29,077	29,949	30,847
21	5	27,407	28,229	29,077	29,949	30,847	31,772
22	6	28,229	29,077	29,949	30,847	31,772	32,726
23	7	29,077	29,949	30,847	31,772	32,726	33,708
24	8	29,949	30,847	31,772	32,726	33,708	34,719
25	9	30,847	31,772	32,726	33,708	34,719	35,761
26	10	31,772	32,726	33,708	34,719	35,761	36,834
27	11	32,726	33,708	34,719	35,761	36,834	37,938
28	12	33,708	34,719	35,761	36,834	37,938	39,076
29	13	34,719	35,761	36,833	37,939	39,076	40,248

30 (2) Effective on the first day of the pay period that includes October 1, 2000, the pay schedule

1 ~~for teachers is as follows:~~

2 ~~Annual Hours -- 2080~~ ~~Note: Does Not Include Insurance~~

3 ~~Term -- Twelve Months~~ ~~Matrix Type -- Annual~~

4	Education Level					
5 STEP	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
6 1	25,082	25,834	26,609	27,407	28,229	29,076
7 2	25,834	26,609	27,407	28,229	29,076	29,949
8 3	26,609	27,407	28,229	29,076	29,949	30,848
9 4	27,407	28,229	29,076	29,949	30,848	31,773
10 5	28,229	29,076	29,949	30,848	31,773	32,726
11 6	29,076	29,949	30,848	31,773	32,726	33,708
12 7	29,949	30,848	31,773	32,726	33,708	34,719
13 8	30,848	31,773	32,726	33,708	34,719	35,761
14 9	31,773	32,726	33,708	34,719	35,761	36,833
15 10	32,726	33,708	34,719	35,761	36,833	37,939
16 11	33,708	34,719	35,761	36,833	37,939	39,076
17 12	34,719	35,761	36,833	37,939	39,076	40,248
18 13	35,761	36,834	37,938	39,077	40,248	41,456

19 ANNUAL HOURS -- 2080

NOTE: DOES NOT INCLUDE INSURANCE

20 TERM -- TWELVE MONTHS

MATRIX TYPE -- ANNUAL

21	EDUCATION LEVEL					
22 STEP	BA	BA + 15	BA + 30	BA + 45	BA + 60	BA + 75
23 1	<u>26,085</u>	<u>26,867</u>	<u>27,673</u>	<u>28,503</u>	<u>29,359</u>	<u>30,239</u>
24 2	<u>26,867</u>	<u>27,673</u>	<u>28,503</u>	<u>29,358</u>	<u>30,239</u>	<u>31,147</u>
25 3	<u>27,673</u>	<u>28,503</u>	<u>29,358</u>	<u>30,239</u>	<u>31,147</u>	<u>32,082</u>
26 4	<u>28,503</u>	<u>29,358</u>	<u>30,239</u>	<u>31,147</u>	<u>32,082</u>	<u>33,044</u>
27 5	<u>29,358</u>	<u>30,239</u>	<u>31,147</u>	<u>32,082</u>	<u>33,044</u>	<u>34,035</u>
28 6	<u>30,239</u>	<u>31,147</u>	<u>32,082</u>	<u>33,044</u>	<u>34,035</u>	<u>35,056</u>
29 7	<u>31,147</u>	<u>32,082</u>	<u>33,044</u>	<u>34,035</u>	<u>35,056</u>	<u>36,108</u>
30 8	<u>32,082</u>	<u>33,044</u>	<u>34,035</u>	<u>35,056</u>	<u>36,108</u>	<u>37,191</u>

1	<u>9</u>	<u>33,044</u>	<u>34,035</u>	<u>35,056</u>	<u>36,108</u>	<u>37,191</u>	<u>38,307</u>
2	<u>10</u>	<u>34,035</u>	<u>35,056</u>	<u>36,108</u>	<u>37,191</u>	<u>38,307</u>	<u>39,457</u>
3	<u>11</u>	<u>35,056</u>	<u>36,108</u>	<u>37,191</u>	<u>38,307</u>	<u>39,457</u>	<u>40,640</u>
4	<u>12</u>	<u>36,108</u>	<u>37,191</u>	<u>38,307</u>	<u>39,457</u>	<u>40,640</u>	<u>41,858</u>
5	<u>13</u>	<u>37,191</u>	<u>38,307</u>	<u>39,457</u>	<u>40,640</u>	<u>41,858</u>	<u>43,114</u>

(2) EFFECTIVE ON THE FIRST DAY OF THE PAY PERIOD THAT INCLUDES OCTOBER 1, 2002, THE PAY SCHEDULE

FOR TEACHERS IS AS FOLLOWS:

ANNUAL HOURS -- 2080

NOTE: DOES NOT INCLUDE INSURANCE

TERM -- TWELVE MONTHS

MATRIX TYPE -- ANNUAL

10		<u>EDUCATION LEVEL</u>					
11	<u>STEP</u>	<u>BA</u>	<u>BA + 15</u>	<u>BA + 30</u>	<u>BA + 45</u>	<u>BA + 60</u>	<u>BA + 75</u>
12	<u>1</u>	<u>27,129</u>	<u>27,942</u>	<u>28,780</u>	<u>29,643</u>	<u>30,532</u>	<u>31,449</u>
13	<u>2</u>	<u>27,942</u>	<u>28,780</u>	<u>29,643</u>	<u>30,532</u>	<u>31,449</u>	<u>32,393</u>
14	<u>3</u>	<u>28,780</u>	<u>29,643</u>	<u>30,532</u>	<u>31,449</u>	<u>32,393</u>	<u>33,365</u>
15	<u>4</u>	<u>29,643</u>	<u>30,532</u>	<u>31,449</u>	<u>32,393</u>	<u>33,365</u>	<u>34,366</u>
16	<u>5</u>	<u>30,532</u>	<u>31,449</u>	<u>32,393</u>	<u>33,365</u>	<u>34,366</u>	<u>35,396</u>
17	<u>6</u>	<u>31,449</u>	<u>32,393</u>	<u>33,365</u>	<u>34,366</u>	<u>35,396</u>	<u>36,459</u>
18	<u>7</u>	<u>32,393</u>	<u>33,365</u>	<u>34,366</u>	<u>35,396</u>	<u>36,459</u>	<u>37,552</u>
19	<u>8</u>	<u>33,365</u>	<u>34,366</u>	<u>35,396</u>	<u>36,459</u>	<u>37,552</u>	<u>38,679</u>
20	<u>9</u>	<u>34,366</u>	<u>35,396</u>	<u>36,459</u>	<u>37,552</u>	<u>38,679</u>	<u>39,840</u>
21	<u>10</u>	<u>35,396</u>	<u>36,459</u>	<u>37,552</u>	<u>38,679</u>	<u>39,840</u>	<u>41,035</u>
22	<u>11</u>	<u>36,459</u>	<u>37,552</u>	<u>38,679</u>	<u>39,840</u>	<u>41,035</u>	<u>42,266</u>
23	<u>12</u>	<u>37,552</u>	<u>38,679</u>	<u>39,840</u>	<u>41,035</u>	<u>42,266</u>	<u>43,532</u>
24	<u>13</u>	<u>38,679</u>	<u>39,840</u>	<u>41,035</u>	<u>42,266</u>	<u>43,532</u>	<u>44,839"</u>

Section 5. Section 2-18-315, MCA, is amended to read:

"2-18-315. Blue-collar pay schedules. (1) The pay schedule for blue-collar workers for the period from July 1, ~~1999~~ 2001, until the first day of the pay period that includes October ~~1999~~ 2001 is as follows:

Annual Hours -- 2080

Note: Does Not Include Insurance

1	Pay Matrix -- Blue-Collar	Matrix Type -- Hourly
2	Grade	\$/Hour
3	B1	10.515
4	B2	10.915
5	B3	11.315
6	B4	11.715
7	B5	12.115
8	B6	12.515
9	B7	12.915
10	B8	13.315
11	B9	13.715
12	B10	14.115
13	B11	14.515
14	B12	14.915
15	B00	15.315
16	<u>B1</u>	<u>11.275</u>
17	<u>B2</u>	<u>11.675</u>
18	<u>B3</u>	<u>12.075</u>
19	<u>B4</u>	<u>12.475</u>
20	<u>B5</u>	<u>12.875</u>
21	<u>B6</u>	<u>13.275</u>
22	<u>B7</u>	<u>13.675</u>
23	<u>B8</u>	<u>14.075</u>
24	<u>B9</u>	<u>14.475</u>
25	<u>B10</u>	<u>14.875</u>
26	<u>B11</u>	<u>15.275</u>
27	<u>B12</u>	<u>15.675</u>
28	<u>B13</u>	<u>16.075</u>
29	<u>B14</u>	<u>16.475</u>

30 (2) Effective on the first day of the pay period that includes October 1, ~~1999~~ 2001, until the first

1 day of the pay period that includes October ~~2000~~ 2002, the pay schedule for blue-collar workers is as
 2 follows:

3 Annual Hours -- 2080

Note: Does Not Include Insurance

4 Pay Matrix -- Blue-Collar

Matrix Type -- Hourly

5	Grade	\$/Hour
6	B1	10.895
7	B2	11.295
8	B3	11.695
9	B4	12.095
10	B5	12.495
11	B6	12.895
12	B7	13.295
13	B8	13.695
14	B9	14.095
15	B10	14.495
16	B11	14.895
17	B12	15.295
18	B00	15.695
19	<u>B1</u>	<u>11.835</u>
20	<u>B2</u>	<u>12.235</u>
21	<u>B3</u>	<u>12.635</u>
22	<u>B4</u>	<u>13.035</u>
23	<u>B5</u>	<u>13.435</u>
24	<u>B6</u>	<u>13.835</u>
25	<u>B7</u>	<u>14.235</u>
26	<u>B8</u>	<u>14.635</u>
27	<u>B9</u>	<u>15.035</u>
28	<u>B10</u>	<u>15.435</u>
29	<u>B11</u>	<u>15.835</u>
30	<u>B12</u>	<u>16.235</u>

1 B13 16.635

2 B14 17.035

3 (3) Effective on the first day of the pay period that includes October 1, ~~2000~~ 2002, the pay
4 schedule for blue-collar workers is as follows:

5 Annual Hours -- 2080

Note: Does Not Include Insurance

6 Pay Matrix -- Blue-Collar

Matrix Type -- Hourly

7	Grade	\$/Hour
8	<u>B1</u>	<u>11.275</u>
9	<u>B2</u>	<u>11.675</u>
10	<u>B3</u>	<u>12.075</u>
11	<u>B4</u>	<u>12.475</u>
12	<u>B5</u>	<u>12.875</u>
13	<u>B6</u>	<u>13.275</u>
14	<u>B7</u>	<u>13.675</u>
15	<u>B8</u>	<u>14.075</u>
16	<u>B9</u>	<u>14.475</u>
17	<u>B10</u>	<u>14.875</u>
18	<u>B11</u>	<u>15.275</u>
19	<u>B12</u>	<u>15.675</u>
20	<u>B00</u>	<u>16.075</u>
21	<u>B1</u>	<u>12.395</u>
22	<u>B2</u>	<u>12.795</u>
23	<u>B3</u>	<u>13.195</u>
24	<u>B4</u>	<u>13.595</u>
25	<u>B5</u>	<u>13.995</u>
26	<u>B6</u>	<u>14.395</u>
27	<u>B7</u>	<u>14.795</u>
28	<u>B8</u>	<u>15.195</u>
29	<u>B9</u>	<u>15.595</u>
30	<u>B10</u>	<u>15.995</u>

1	<u>B11</u>	<u>16.395</u>
2	<u>B12</u>	<u>16.795</u>
3	<u>B13</u>	<u>17.195</u>
4	<u>B14</u>	<u>17.595"</u>

5

6 **Section 6.** Section 2-18-703, MCA, is amended to read:

7 **"2-18-703. Contributions.** (1) Each agency, as defined in 2-18-601, shall contribute the amount
8 specified in this section ~~towards~~ toward the group benefits cost.

9 (2) For employees defined in 2-18-701 and for members of the legislature, the employer
10 contribution for group benefits is ~~\$270~~ \$295 a month for the period from July ~~1999~~ 2001 through
11 December ~~1999~~ 2001, ~~\$285~~ \$325 a month for the period from January ~~2000~~ 2002 through December
12 ~~2000~~ 2002, and ~~\$295~~ \$366 a month for January ~~2001~~ 2003 and for each succeeding month. For
13 employees of the Montana university system, the employer contribution for group benefits is ~~\$285~~ \$325
14 a month for the period from July ~~1999~~ 2001 through June ~~2000~~ 2002 and ~~\$295~~ \$366 a month for the
15 period from July ~~2000~~ 2002 through June ~~2001~~ 2003 and for each succeeding month. When a state
16 employee is terminated to achieve a reduction in force, the continuation of contributions for group benefits
17 beyond the termination date is subject to negotiation under 39-31-305. Permanent part-time, seasonal
18 part-time, and temporary part-time employees who are regularly scheduled to work less than 20 hours a
19 week are not eligible for the group benefit contribution. An employee who elects not to be covered by a
20 state-sponsored group benefit plan may not receive the state contribution. A portion of the employer
21 contribution for group benefits may be applied to an employee's costs for participation in Part B of
22 medicare under Title XVIII of the Social Security Act, as amended, if the state group benefit plan is the
23 secondary payer and medicare the primary payer.

24 (3) For employees of elementary and high school districts and of local government units, the
25 employer's premium contributions may exceed but may not be less than \$10 a month.

26 (4) Unused employer contributions for any state employee must be transferred to an account
27 established for this purpose by the department of administration and upon transfer may be used to offset
28 losses occurring to the group of which the employee is eligible to be a member.

29 (5) Unused employer contributions for any government employee may be transferred to an account
30 established for this purpose by a self-insured government and upon transfer may be used to offset losses

1 occurring to the group of which the employee is eligible to be a member or to increase the reserves of the
2 group.

3 (6) The laws prohibiting discrimination on the basis of marital status in Title 49 do not prohibit
4 bona fide group insurance plans from providing greater or additional contributions for insurance benefits
5 to employees with dependents than to employees without dependents or with fewer dependents."

6

7 **SECTION 7. SECTION 5-2-301, MCA, IS AMENDED TO READ:**

8 **"5-2-301. Compensation and expenses for members while in session.** (1) Legislators are entitled
9 to a salary commensurate to that of the daily rate of an entry grade 10 classified state employee in effect
10 when the regular session of the legislature in which they serve is convened under 5-2-103 for those days
11 during which the legislature is in session. The president of the senate and the speaker of the house must
12 receive an additional \$5 a day in salary for those days during which the legislature is in session.

13 (2) Legislators may serve for no salary.

14 (3) Subject to subsection (4), legislators are entitled to a daily allowance, 7 days a week, during
15 a legislative session, as reimbursement for expenses incurred in attending a session. Expense payments
16 must stop when the legislature recesses for more than 3 days and resume when the legislature
17 reconvenes.

18 (4) After November 15, and prior to December 15 of each even-numbered year, the department
19 of administration shall conduct a survey of the allowance for daily expenses of legislators for the states
20 of North Dakota, South Dakota, Wyoming, and Idaho. The department shall include the average daily
21 expense allowance for Montana legislators in determining the average daily rate for legislators. The
22 department shall include only states with specific daily allowances in the calculation of the average. If the
23 average daily rate is greater than the daily rate for legislators in Montana, ~~the average is the~~ legislators are
24 entitled to a new daily rate for legislators for those days during which the legislature is in session. The new
25 daily rate is the daily rate for the prior legislative session, increased by the percentage rate increase as
26 determined by the survey, a cost of living increase to reflect inflation that is calculated pursuant to
27 15-6-134, or 5%, whichever is less. The expense allowance is effective when the next regular session
28 of the legislature in which the legislators serve is convened under 5-2-103.

29 (5) Legislators are entitled to a mileage allowance as provided in 2-18-503 for each mile of travel
30 to the place of the holding of the session and to return to their place of residence at the conclusion of the

1 session.

2 (6) In addition to the mileage allowance provided for in subsection (5), legislators, upon submittal
3 of an appropriate claim for mileage reimbursement to the legislative services division, are entitled to:

4 (a) three additional round trips to their place of residence during each regular session; and

5 (b) additional round trips as authorized by the legislature during special session.

6 (7) Legislators are not entitled to any additional mileage allowance under subsection (5) for a
7 special session if it is convened within 7 days of a regular session."

8

9 **NEW SECTION.** **Section 8. Appropriations.** (1) The following money for the indicated fiscal years
10 is appropriated to the listed agencies to implement the adjustments provided for in [sections 1 through 6]:

	Fiscal Year 2002		Fiscal Year 2003	
	General	Other	General	Other
	Fund	Funds	Fund	Funds
14 Legislative Branch	150,307	30,560	402,024	80,888
15	<u>145,571</u>	<u>51,259</u>	<u>388,359</u>	<u>288,189</u>
16	<u>145,571</u>		<u>388,359</u>	
17 Consumer Counsel		9,829		25,902
18 Judiciary	95,711	10,788	261,444	29,470
19	<u>93,728</u>	<u>33,004</u>	<u>253,634</u>	<u>188,214</u>
20	<u>93,728</u>		<u>253,634</u>	
21 University System	3,539,813	3,094,019	8,908,683	7,786,750
22	<u>3,491,176</u>	<u>3,051,506</u>	<u>8,759,051</u>	<u>7,655,963</u>
23 OBPP	4,477,047	8,334,262	12,114,365	22,473,891
24	<u>4,302,871</u>	<u>1,229,336</u>	<u>11,606,426</u>	<u>6,499,817</u>
25	<u>4,302,871</u>		<u>11,606,426</u>	
26 OBPP-Teacher Pay Plan	42,272		108,334	
27	<u>41,836</u>	<u>14,732</u>	<u>107,216</u>	<u>79,562</u>
28	<u>41,836</u>		<u>107,216</u>	

29 (2) The following money is appropriated for the biennium to the office of budget and program
30 planning to be distributed to other agencies when personnel vacancies do not occur, retirement costs

1 exceed agencies resources, or other contingencies arise:

2		Fiscal Year 2002	
3		General	Other
4		Fund	Funds
5	Personal Services Contingency	1,000,000 <u>800,000</u>	3,000,000
6		<u>1,300,000</u>	

7 (3) THE FOLLOWING MONEY IS APPROPRIATED FOR THE BIENNIUM TO THE LEGISLATIVE BRANCH FOR USE WHEN
 8 PERSONNEL VACANCIES DO NOT OCCUR, RETIREMENT COSTS EXCEED BRANCH RESOURCES, OR OTHER CONTINGENCIES
 9 ARISE:

10		<u>FISCAL YEAR 2002</u>
11		<u>GENERAL FUND</u>
12	<u>PERSONAL SERVICES CONTINGENCY</u>	<u>200,000</u>

13 (4) THE FOLLOWING MONEY IS APPROPRIATED FOR THE BIENNIUM TO THE LEGISLATIVE BRANCH TO REDUCE THE
 14 DISCREPANCY BETWEEN ACTUAL BRANCH SALARIES AND STATUTORY MARKET SALARIES:

15		<u>FISCAL YEAR 2002</u>
16		<u>GENERAL</u>
17		<u>FUND</u>
18	<u>STATUTORY MARKET SALARY ADJUSTMENT</u>	<u>400,000</u>
19		<u>OTHER</u>
20		<u>FUNDS</u>
21		<u>34,500</u>

22
 23 NEW SECTION. SECTION 9. COORDINATION INSTRUCTION. IF [THIS ACT] IS PASSED AND APPROVED, THEN
 24 THE AMENDMENTS TO 2-18-703(2) IN HOUSE BILL NO. 409 AND SENATE BILL NO. 145 ARE VOID.

25 NEW SECTION. Section 10. Effective date. [This act] is effective July 1, 2001.

26 - END -